

**PERANAN KUALITAS KEHIDUPAN KERJA
DALAM MEMBANGUN KOMITMEN KEORGANISASIAN:
STUDI EMPIRIK PADA BANK MILIK NEGARA DI JAKARTA**

Hanes Riady

Institut Bisnis dan Informatika Indonesia

ABSTRACT

EOC (Employee Organizational Commitment) regarded as work attitude lately has always been a strategic issue and is believed to be something essential that must be won by any organization for it influences behaviors that lead an organization to functioning effectively. Hypothetically, the EOC is determined by QWL (Quality of Work Life). This research was aimed at finding out the most dominant determinants of EOC in state-owned banks in Jakarta. These would then serve as solution variables to formulating strategy in winning the EOC. This applied explanatory research used the hypothetico-deductive method and path analysis. Two hundred and forty-nine respondents participated in this study. All of the hypotheses were empirically supported and this meant the QWL subvariables have jointly influenced the EOC. The influencing QWL subvariables serving as solution variables were financial compensation, advancement opportunities and job characteristics. The strategies and operations based on these solution variables had been formulated to winning the EOC.

Keywords : *EOC, QWL, financial compensation, job characteristics, advancement opportunities*